

## COMPENSATION

### A. Salaries for Non-Represented Employees

1. The board of directors shall be responsible for annually approving a motion to set salaries for the non-represented employees of the district, which shall be recommended by the superintendent, provided that compensation and benefits for the superintendent, the deputy superintendent, and for the assistant superintendents of business and support services and human resources shall be established by individual employment contracts. The superintendent's employment contract shall fix the superintendent's compensation. The terms and conditions of employment, including, but not limited to, length of contract, compensation, benefits, expense reimbursement, procedure and criteria for performance evaluation, and consulting activities may be included in the employment contract between the board and the superintendent. The board retains exclusive employment rights except as granted in the board-superintendent contract.
2. Non-represented employees shall be paid an annual salary or hourly wage, as applicable, in accordance with the board-approved annual salary motion(s).
3. Schedule placement for non-represented employees shall be determined based on the employee's education, experience, and technical ability levels as related to the requirements of each specific position and the applicable salary schedule. Evaluation for schedule placement shall be made by human resources with approval by the superintendent.
4. Employee advancement on the applicable salary schedule shall be periodically reviewed by human resources. Recommendations for advancement shall be based on criteria which may include, but not be limited to, educational growth, experience, added responsibility, or individual performance. The superintendent shall review and make a final determination on all advancement requests. The board of directors shall annually adjust non-represented salaries in accordance with the district's financial resources, legal capacity, and the terms of this policy.

### B. Payment Provisions for Non-Represented Employees

Payments to employees for services rendered shall be made in accordance with applicable federal and state laws, rules, and regulations.

**Legal References:** RCW 28A.405,.200

Annual salary schedule as basis for  
Salaries for certificated employees

WAC 392-121-200-299

Definition – Certificated years of  
Experience

**Adoption Date: September 20, 2006**

**Revised Date: February 19, 2013**